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Industry
Wage Survey

**Communications,
1970**

Bulletin 1751

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1972

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U.S. DEPARTMENT OF LABOR
J. D. Hodgson, Secretary

BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner

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Preface

This summary of data on employment and hourly rates of pay is based on annual reports filed with the Federal Communications Commission by telephone carriers, the Western Union Co., and international telegraph carriers, as required by the amended Communications Act of 1934. Under a cooperative arrangement, the Bureau of Labor Statistics tabulates and publishes the data as part of a continuing series.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis was prepared by Joseph C. Bush in the Division of Occupational Wage Structures.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's regional offices, are listed at the end of this bulletin.

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Communications, 1970

Summary

Wage rates¹ of employees of the Nation's principal communications carriers averaged \$3.89 an hour in late 1970—up 7.5 percent from a year earlier. This advance was one of the largest increases recorded by the Bureau's annual surveys conducted since 1947, and compares with the 4.3 percent rise during 1969 and 6.8 percent during 1968. The number of communications workers² (excluding officials and managerial assistants) rose 4.9 percent during the 1969-70 period to 860,848—the highest level since 1947. (See chart.)

Telephone carrier employees, 97 percent of the workers covered by the survey, averaged \$3.89 an hour in December 1970. Average hourly pay rates for Western Union's nonmessenger employees and employees of international telegraph carriers were \$3.88 and \$4.81, respectively, in October 1970. Average wage rates advanced 7-1/2 percent in the telephone sector, 7.8 percent for Western Union nonmessenger employees, and 10.3 percent for workers of international telegraph carriers since the 1969 study.³

Employment in telephone carriers covered by the survey rose by 41,469 workers in 1970⁴—a 5.2-percent

¹ See appendix for scope and method of survey including definitions of employment covered and pay rates.

Since 1947, annual studies have been made in cooperation with the Federal Communications Commission. Information before 1961 for all carriers included in the annual reports related to an October payroll period. In 1961, the reference date for telephone carriers was changed to December.

² The study covered nearly nine-tenths of the estimated 945,500 employees of the Nation's telephone communications industry in December 1970 and almost all of the employees in the telegraph communications industry in October 1970.

³ For results of the previous survey, see *Industry Wage Survey: Communications, 1969*, BLS Bulletin 1696, 1972.

⁴ The study of telephone carriers was limited to those (56) that had annual operating revenues exceeding \$1 million and engaged in interstate or foreign communications services using their own facilities or through connections with those of another carrier under direct or indirect common control. Approximately 7,250 officials and managerial assistants of these carriers were not included in the study.

increase over the 790,088 employed in 1969. Total employment declined, however, for the two nonvocal telegraph groups—down 3.8 percent for the Western Union Company, the Nation's only domestic carrier, and 2.1 percent in the international companies.

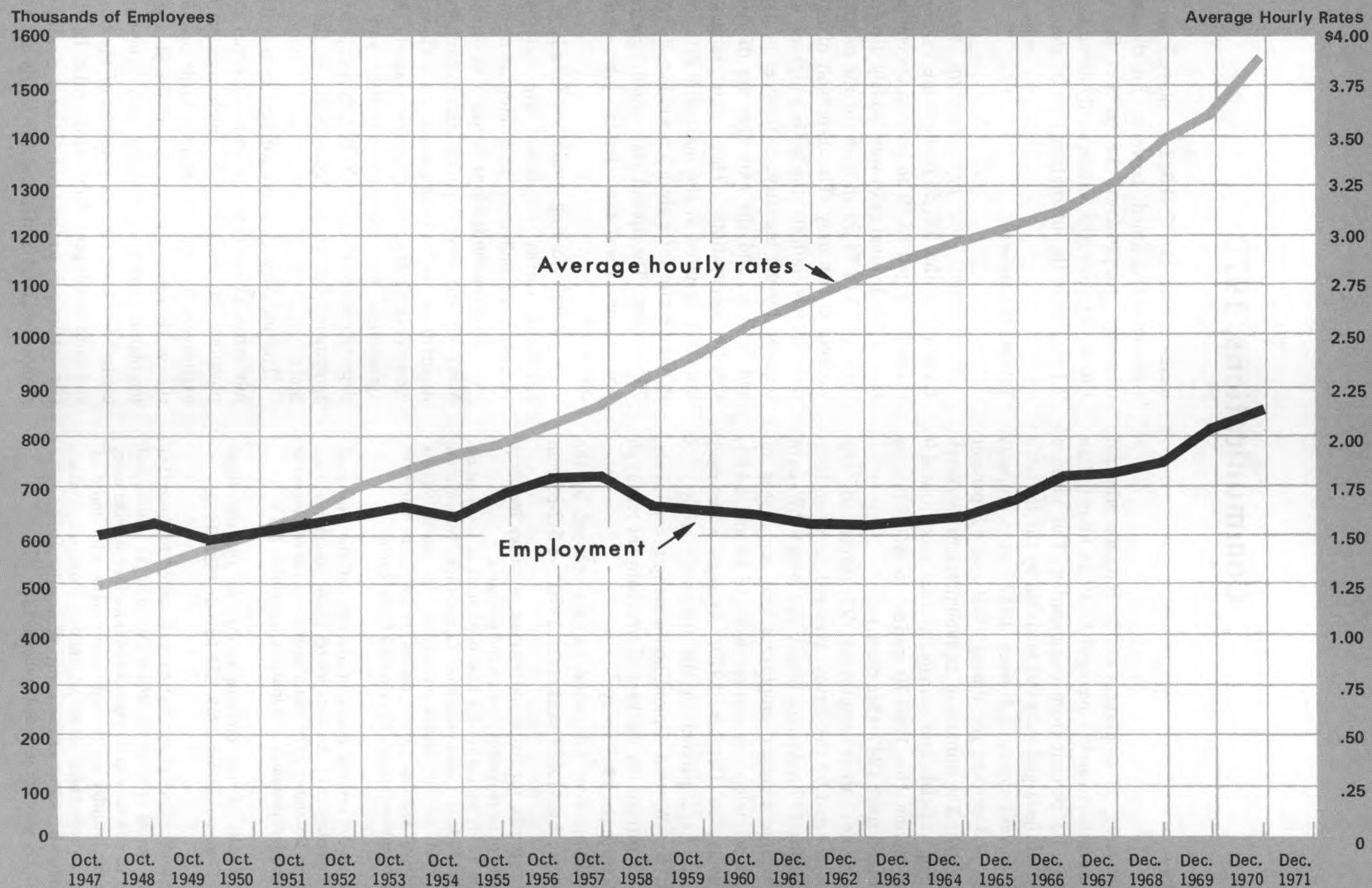
Telephone Carriers

Employment and pay rates in December 1970. Earnings of the 831,557 telephone carrier employees studied averaged \$3.89 an hour in December 1970. (See table 1.) Individual rates were widely dispersed, ranging from \$2.75 to \$4.50 an hour for the middle half of the workers in the array. The dispersion of individual pay rates largely reflects the wide range of worker skills required by the industry, differences in pay by carrier and locality, and the extensive use of rate-ranges for specific occupations. These rate ranges, in many instances, resulted in the maximum rate exceeding the minimum rate for a given job and locality by as much as 70 percent. The spread was usually greater for craft occupations than for clerical jobs and telephone operators.

Wages and working conditions for a large majority of telephone carrier employees are determined under provisions of collective bargaining agreements, mostly with the Communications Workers of America (CWA). Many carriers have separate agreements for individual departments and, in some cases, for different areas. The New York Telephone Co., for example, has separate agreements for its plant, traffic, and commercial departments in the New York City area, and three other agreements for those departments in the rest of the State.

The industry employs workers in a wide variety of jobs ranging from custodial to professional and executive positions, a number of which are staffed almost exclusively by one sex. Women made up 55 percent of the work force and accounted for almost all of the telephone operators, slightly over nine-tenths of the clerical workers, and seven-tenths of the business office and sales employees. Men, on the other hand, accounted for three-fourths of the professional and semiprofessional staff, and for nearly all construction,

Employment and Average Hourly Rates of Communications Workers Except Officials and Managerial Assistants, October 1947–December 1970



installation, and maintenance workers. Average hourly earnings for numerically important job categories included \$2.71 for experienced switchboard operators, \$2.99 for nonsupervisory clerical employees, \$3.93 for cable splicers, \$4 for central office repairmen, and \$4.13 for exchange repairmen.

Regionally, average hourly earnings exceeded the national level of \$3.89 in the Pacific and Middle Atlantic, where earnings averaged \$4.12 an hour. Averages in the remaining regions ranged from \$3.89 in the Great Lakes to \$3.45 in the Southeast. The 40,118 employees of American Telephone and Telegraph Long Lines and Central Office were not tabulated by region and were included in the U.S. totals only; workers for this company averaged \$4.92 an hour.⁵

The regional spread in average wages varied by occupation. Experienced switchboard operators had a greater percent spread than nonsupervisory clerical employees and central office repairmen. (See text table 1.)

Text table 1. Relative pay levels by occupation and region (Southeast = 100)

Region	Clerical employees (non-supervisory)	Experienced switchboard operators	Central office repairmen
Pacific	113	120	108
Middle Atlantic ..	113	120	102
Great Lakes	107	113	102
New England	103	110	103
Chesapeake	102	107	102
Mountain	101	107	104
North Central	96	105	103
South Central	100	107	102
Southeast	100	100	100

Bell System companies employed 95 percent of the workers in the study and at least 89 percent of those in each region. Bell System companies usually covered an entire State or group of States and were generally larger than other companies. Fourteen of the 25 Bell carriers employed at least 25,000 workers and the two largest each employed about 100,000. In contrast, the largest of the 31 non-Bell companies studied had only 6,500 employees and 18 of the 31 carriers had employments of fewer than 500.

Average pay levels for occupational groups studied separately were nearly always higher for Bell than for non-Bell carriers. (See tables 2 and 3.) In the numerically important occupational categories, average hourly pay rates in non-Bell carriers ranged from 82 to 90 percent

of corresponding rates in Bell companies. Because of longer average scheduled workweeks, weekly pay rates of non-Bell clerical workers and switchboard operators were closer to Bell averages than central office repairmen; scheduled workweeks for craft jobs averaged about the same in both carrier groups. (See text table 2.)

Text table 2. Relative pay levels of Bell and non-Bell carriers (Bell Carriers = 100)

Occupational category	Average hourly rates	Average weekly rates
Clerical employees, nonsupervisory	84	88
Experienced switchboard operators	82	88
Central office repairmen	89	90
PBX and station installers	84	85
Exchange repairmen	83	82
Linemen	90	90

Trends in employment and pay rates. Total employment (except officials and managerial assistants) increased by 41,469 workers or 5.2 percent in 1970. The increase, amounting to 5 percent in Bell System companies and 9 percent in non-Bell companies, was somewhat smaller than the record 8.5 percent set in 1969.

The employment level for all telephone carriers in 1970 was 50 percent higher than the 552,700 workers recorded by the initial study in 1947. Since that time, the employment trend has been generally upward except for declines registered from 1957 to 1962, when employment dropped from 681,600 to 596,300. This decline resulted chiefly from the installation of new and improved equipment which permitted a sharp reduction in the number of telephone operators. From 1962, employment gains have been reflected in nearly all major categories, including telephone operators.

Growth in telephone-carrier employment between 1947 and 1970 has been accompanied by changes in the occupational make up of the industry, as well as a relative increase in the number of men employed. Men constituted 33 percent of the employment in 1947 compared with 45 percent in 1970. As indicated in text table 3, proportions of workers in major occupational categories changed more during 1947-62 period than in the 1962-70 period.

Wage levels in the Nation's principal telephone companies rose 7-1/2 percent in 1970—one of the largest increases recorded by the Bureau's annual surveys of occupational pay rates in communications carriers. This increase, nearly double the 4 percent in 1969, pushed the average for all telephone workers (except officials and managerial assistants) to \$3.89 an hour in December 1970—209 percent above the \$1.26 recorded in 1947.

⁵ Also included only in U.S. totals were non-Bell carriers in Hawaii, Puerto Rico, Virgin Islands, and Alaska.

Text table 3. Number and percent of workers in major occupational categories, selected dates, October 1947-December 1970

Item	October 1947	October 1957	December 1962	December 1969	December 1970
Total, all employees: ¹					
Number	552,700	681,600	596,300	790,100	831,600
Percent	100	100	100	100	100
Men employees	179,700	267,300	262,100	348,300	374,400
Percent	33	39	44	44	45
Percent of employees classified as:					
Professional and semiprofessional	5	7	8	10	10
Clerical	17	21	22	22	22
Telephone operators	46	35	28	27	26
Construction, installation, and maintenance	23	27	30	30	31
All other employees	9	11	11	11	11

¹ Excludes officials and managerial assistants. (Employment estimates were rounded to the nearest hundred.)

An estimated 49 cents of the \$2.63 increase during this period, however, is due to changes in the occupational composition of the work force.⁶ Since 1947, pay levels for four important job categories have increased between 149 and 179 percent. (See text table 4.)

Text table 4. Average earnings in major job categories, selected periods, and percent increase from 1947 to 1970

Job category	Average hourly earnings			Percent increase 1947-70
	October 1947	October 1957	December 1970	
Professional and semi-professional employees	\$2.72	\$4.18	\$6.77	149
Nonsupervisory clerical employees	1.13	1.92	2.99	165
Experienced switchboard operators . . . .	.97	1.76	2.71	179
Construction, installation, and maintenance workers	1.55	2.84	4.27	175

Regional relationships have changed little over the years; the lowest average wages have been recorded in the Southeast and the highest in the Pacific or Middle Atlantic States. (See text table 5.)

In December 1970, Bell System employees averaged \$3.93 an hour—7.7 percent over the previous year's average of \$3.65. Employees of other companies averaged \$3.21, a gain of 8.1 percent over the 1969 average—\$2.97.⁷ Much of the increase for Bell System

⁶Weighting occupational averages for 1970 by occupational employment in 1947 results in an average of \$3.40 an hour instead of \$3.89.

⁷The apparent anomaly of the 7.5-percent wage increase for all carriers compared with the 7.7 and 8.1-percent advance for its components is largely attributable to two factors: the greater proportional rise of employment in lower-paying non-Bell companies than in Bell companies; and rounding of the data used to compute the averages.

Text table 5. Regional pay relatives for selected periods (National average = 100)

Region	October 1951	October 1957	December 1969	December 1970
New England	102	100	101	98
Middle Atlantic . .	104	106	105	106
Great Lakes	104	103	100	100
Chesapeake	101	99	96	97
Southeast	86	87	87	89
North Central . . .	89	92	94	93
South Central . . .	88	91	91	90
Mountain	89	92	96	94
Pacific	107	106	106	106

employees resulted from general wage adjustments under collective bargaining agreements negotiated in 1968. These agreements provided wage increases of \$5.50 to \$6 a week for plant craftsmen and \$3.50 to \$4 for telephone operators and clerical employees in 1970.⁸

Between 1951 and 1970, average earnings for Bell System employees increased \$2.30 an hour (from \$1.63) or 141 percent compared with \$2.07 (from \$1.14) or 182 percent for employees of other companies. The average for Bell System employees exceeded that for

⁸A general wage increase of \$23 to \$25 a week was granted to plant craftsmen and \$16.50 to \$18.50 a week to other employees under terms of 3-year collective bargaining agreements effective in the spring or summer of 1971. Also effective at that time were: (1) Reductions in the rate progression schedules from 6 to 5 years for plant craftsmen and from 5 to 4 years for telephone employees; and (2) a "big cities" wage allowance ranging from \$5 to \$9 a week to compensate for higher living costs in 29 specified cities. These agreements, covering employees of A. T. & T. Long Lines and operating Bell companies, also provided for general wage increases and cost-of-living adjustments in 1972 and 1973. (For more information on the 1971 Bell System union settlements, see *Current Wage Developments, September 1971*, No. 284, and later issues.)

employees of other companies by 49 cents or 43 percent in 1951, and by 72 cents or 22 percent in 1970.⁹

Western Union Company

Straight-time rates of pay for the 21,634 non-messenger employees of the Western Union Co. (exclusive of 391 officials and managerial assistants) averaged \$3.88 an hour in October 1970. (See table 5.) The 1,339 motor messengers averaged \$2.75 and the 911 walking and bicycle messengers, \$1.79. Between October 1969 and October 1970, average rates of pay rose 7.8 percent for nonmessenger employees, 8.3 percent for motor messengers, and 7.2 percent for walking and bicycle messengers. These increases were largely the result of collective bargaining agreements negotiated in June 1968, which provided for a deferred wage adjustment in June 1970.

Wage rates for Western Union employees are determined by collective bargaining agreements with the United Telegraph Workers (UTW) in all cities except New York, where the agreements are with the Communication Workers of America (CWA). Effective June 1, 1970, all employees (except walking and bicycle messengers) received a percentage increase based on their rates of pay in effect May 31, 1968. In the UTW bargaining unit, the increase was 6 percent; in the CWA bargaining unit, 6.3 percent. All walking and bicycle messengers who had 24 months or more of progression credit were granted a 6-cents-an-hour raise.

Established wage-rate ranges are provided for all job classifications covered by UTW and CWA agreements. Advancements through the several progression steps are automatic after specified periods of service for employees meeting requirements for the job. Differences between the starting and the maximum rates for some occupations amounted to 75 cents or more. In UTW contracts, rate ranges for most job classifications varied by locality, according to the amount of business in each office. Nationwide rates, however, applied to walking and bicycle messengers.

Men, making up 56 percent of Western Union's nonmessenger employees in October 1970, were predominant among the professional and semiprofessional employees, sales personnel, and construction, installation, and maintenance workers. On the other hand, office clerical employees, and telegraph and telephone operators were predominantly women.

⁹ Data for Bell System and non-Bell companies as reported to FCC in prior years are not comparable with those reported since 1951. (For more information on employment and earnings trends in Bell System carriers from 1945 to 1965, see "Employment and Wage Trends in Bell System Companies," *Monthly Labor Review*, March 1967, pp. 38-41.)

Average hourly rates of pay for numerically important occupational categories staffed largely by men were \$3.86 for linemen and cablemen, \$4.07 for traffic testing and regulating employees, and \$4.26 for subscribers' equipment maintainers. Telephone operators averaged \$2.81, while the hourly pay rate for experienced non-Morse telegraph operators was \$2.89. Nonsupervisory clerical workers averaged \$3.32.

Western Union's messengers, nearly all male, constituted 10 percent of the company's work force in October 1970. Motor messengers averaged \$2.75 an hour, while working an average of 39.7 hours a week. Walking and bicycle messengers, many of whom were employed part-time, averaged \$1.79, while averaging 29.1 hours a week.

Individual rates of the highest-paid workers exceeded those of the lowest-paid by \$2 an hour or more in most of the nonmessenger occupational categories shown in table 5. In a few cases, however, large proportions of workers in the same occupation were concentrated within comparatively narrow ranges. One-half of the subscribers' equipment maintainers, for example, were paid between \$4.50 and \$4.75 an hour, and two-fifths of the traffic managers, chief operators, supervisors and instructors received between \$3.50 and \$3.75. All 911 walking and bicycle messengers had wage rates between \$1.60 and \$2 an hour.

The 7.8 percent increase in average rates of pay for nonmessenger employees between October 1969 and October 1970 was the largest annual increase for these workers since 1957-58, when an 8.1 percent increase was recorded. Percent increases in average pay rates between 1969 and 1970 were not uniform among the occupational categories studied: 4 percent for clerical employees, 6 percent for telegraph operators, 6 percent for construction, installation and maintenance workers, and 7 percent for professional and semiprofessional employees. Average pay rates for motor messengers rose 8 percent and for walking and bicycle messengers, 7 percent. Changes in average pay rates reflect not only general wage changes but also differences in the distributions of workers over rate ranges that apply to most occupations. During periods of high labor turnover, for example, average rates may be affected by a disproportionate number of workers recently hired and paid at the minimum rate for a given job.

Total employment (exclusive of officials and managerial assistants) decreased by 896 workers or 3.8 percent between October 1969 and October 1970. Employment in most occupational categories declined; messengers dropped 17 percent and telegraph operators 15 percent. Notable exceptions, however, to the overall decline occurred among the professional and semiprofessional and clerical job categories, in which some

significant increases were recorded. Such year to year changes have brought about dramatic shifts in the occupational composition of the work force during the 23-year period covered by these surveys. (See text table 6.)

Text table 6. Composition of work force for selected periods

Occupational group	1947	1960	1969	1970
Total, all employees: ¹				
Number	53,107	27,042	24,780	23,884
Percent	100	100	100	100
Percent of employees classified as:				
Professional and semi-professional	2	4	6	7
Telegraph office superintendents and managers	8	9	9	10
Clerical employees	19	22	24	26
Telegraph operators	34	28	25	22
Construction, installation, and maintenance employees	13	18	23	23
Messengers, motor	3	5	6	6
Messengers, walking and bicycle	18	12	5	4
Others	3	4	3	3

¹ Excludes officials and managerial assistants.

International telegraph carriers

Pay rates of the 5,407 employees in the five international telegraph carriers covered by the study¹⁰ averaged \$4.81 an hour in October 1970. (See table 6.) This rise was 10.3 percent higher than the average recorded 1 year earlier and compared with increases of 6.1 percent in 1969 and 7.3 percent in 1968. Employment, on the other hand, declined 2.1 percent during 1970 to slightly below its October 1968 level of 5,424 employees.

Men, constituting slightly more than four-fifths of the work force in October 1970, outnumbered women in nearly all occupational categories for which wage data were developed. Average hourly rates of pay for numerically important jobs were \$4.95 for mechanics and maintenance technicians, \$4.37 for teletype-multiplex operators, and \$3.93 for cable operators. Nonsupervisory clerical employees, accounting for two-thirds of the women surveyed, averaged \$3.90 an hour.

Included in the study are carriers engaged in nonvocal international telegraph communications either by radio or by ocean cable. Although many of the occupational categories studied are common to both operations, some are exclusive to one carrier group. For example, radio operators and radiotelegraph riggers were reported only by radio telegraph carriers; cable operators, on the other hand, were employed only in ocean cable operations.

¹⁰The study excluded 98 officials and assistants and approximately 2,100 employees working outside the 48 conterminous States and District of Columbia.

Table 1. Telephone Carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1970

Occupational group	Number of employees			Average sched- uled weekly hours	Average hourly rates ²	Percent of employees receiving—														
	Total	Men	Women			Under \$1.60	\$1.60 and under \$1.80	\$1.80 - \$2.00	\$2.00 - \$2.25	\$2.25 - \$2.50	\$2.50 - \$2.75	\$2.75 - \$3.00	\$3.00 - \$3.25	\$3.25 - \$3.50	\$3.50 - \$3.75	\$3.75 - \$4.00	\$4.00 - \$4.25	\$4.25 - \$4.50	\$4.50 - \$4.75	\$4.75 and over
All employees except officials and managerial assistants.....	831,557	374,363	457,194	38.0	\$3.89	(³)	0.1	0.8	5.5	7.6	10.8	13.4	9.6	6.6	4.4	4.5	5.0	6.7	5.9	19.0
Part time.....	35,058	5,002	30,056	23.6	2.84	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Full time.....	796,499	369,361	427,138	38.6	3.92	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Professional and semiprofessional employees.....	85,705	63,498	22,207	37.8	6.77	(³)	-	-	.5	.8	1.1	2.5	1.6	1.6	1.5	1.8	2.2	2.9	3.3	80.4
Draftsmen.....	3,499	791	2,708	38.0	3.08	-	.1	.5	9.1	12.5	13.3	23.6	14.1	7.1	2.9	3.9	3.4	1.8	2.4	5.0
Others.....	82,206	62,707	19,499	37.8	6.92	(³)	-	-	.1	.3	.5	1.6	1.0	1.3	1.4	1.7	2.1	2.9	3.3	83.5
Business office and sales employees.....	65,988	18,727	47,261	37.7	4.11	-	.1	.6	1.2	3.5	7.4	14.4	16.3	12.9	5.3	4.5	2.2	2.5	2.5	26.6
Supervisors.....	12,882	6,037	6,845	38.0	5.96	-	-	-	-	-	.2	.4	.9	2.2	3.4	5.1	4.9	6.5	5.6	70.8
Nonsupervisory employees.....	53,106	12,690	40,416	37.6	3.66	-	.1	.7	1.5	4.3	9.1	17.8	20.1	15.5	5.8	4.4	1.5	1.6	1.7	15.9
Clerical employees.....	180,416	14,388	166,028	37.6	3.13	(³)	.1	.6	7.1	10.5	12.9	23.4	15.5	9.7	4.4	2.8	2.8	2.8	2.1	5.4
Supervisors.....	13,917	3,127	10,790	38.0	4.85	-	-	-	-	.1	.2	.6	1.6	4.5	5.9	8.2	10.6	10.5	9.5	48.3
Nonsupervisory employees.....	166,499	11,261	155,238	37.6	2.99	(³)	.1	.7	7.7	11.4	14.0	25.3	16.7	10.1	4.2	2.4	2.1	2.2	1.5	1.8
Commercial department.....	31,803	797	31,006	37.0	2.84	-	.1	.5	10.7	16.1	16.8	25.3	14.2	7.8	3.3	1.5	1.2	.6	.4	1.3
Traffic department.....	24,229	76	24,153	38.2	2.98	(³)	-	.4	4.1	6.4	14.0	30.8	22.1	13.9	3.0	1.7	1.3	.7	.6	.9
Plant department.....	48,674	6,759	41,915	38.2	3.05	-	-	.8	6.6	9.9	15.0	26.9	14.8	7.6	3.5	2.2	3.1	5.1	3.2	1.2
Accounting department.....	35,193	1,822	33,371	36.9	2.92	-	.1	.6	9.8	13.6	12.1	22.3	18.5	12.5	5.3	2.0	.8	.6	.3	1.4
All other departments.....	26,600	1,807	24,793	37.3	3.15	-	.1	1.0	6.2	10.0	11.2	21.0	15.7	10.9	6.4	4.6	3.8	2.1	2.2	4.6
Telephone operators.....	213,614	376	213,238	36.1	2.81	-	.2	2.4	13.7	17.4	22.2	18.0	8.6	4.7	3.8	4.4	1.1	.8	.6	2.3
Chief operators.....	11,122	55	11,067	38.3	4.55	-	-	-	.1	.4	.7	1.6	3.3	6.0	8.2	10.9	10.8	11.4	9.8	36.8
Service assistants and instructors.....	14,973	43	14,930	37.8	3.34	-	-	.1	.5	2.0	5.5	19.4	31.7	14.8	7.8	4.5	5.7	1.9	1.2	4.9
Experienced switchboard operators.....	140,097	55	140,042	36.1	2.71	-	.3	2.5	12.1	17.2	24.1	21.1	8.2	4.6	4.1	5.4	.2	-	-	.1
Operators in training.....	45,281	220	45,061	35.0	2.44	-	.1	3.2	26.7	28.1	27.7	11.3	1.9	.9	.1	-	-	-	-	-
Other switchboard employees.....	2,141	3	2,138	38.0	3.10	-	-	.2	.4	2.0	6.8	25.5	40.0	15.9	6.1	.9	1.0	.5	.4	.2
Construction, installation, and maintenance employees.....	258,392	256,119	2,273	39.9	4.27	-	.1	.1	.3	.5	4.0	6.3	7.1	6.1	5.5	6.5	11.5	16.8	14.9	20.3
Foremen of telephone craftsmen.....	38,066	38,010	56	39.8	6.16	-	-	-	-	-	-	.1	.1	.1	.1	.3	.5	.8	1.9	96.0
Central office craftsmen.....	86,707	84,587	2,120	39.9	4.04	-	.1	.1	.2	.5	3.0	5.8	7.2	7.1	7.0	7.0	14.1	18.7	18.2	11.1
Test-board men and repeatermen.....	18,895	18,717	178	39.9	4.27	-	-	-	.1	.2	.7	2.1	3.8	4.7	5.8	6.3	14.5	20.6	25.9	15.4
Central office repairmen.....	63,468	61,652	1,816	39.8	4.00	-	.1	.1	.1	.4	2.8	6.5	8.3	7.9	7.3	7.0	14.3	17.9	16.8	10.5
Others.....	4,344	4,218	126	39.8	3.59	-	.4	.4	1.4	2.5	14.7	12.4	7.0	5.8	8.3	9.6	9.1	21.0	5.5	2.0
Installation and exchange repair craftsmen.....	90,822	90,748	74	39.9	3.96	-	-	.1	.2	.5	4.9	6.6	7.6	6.6	5.8	8.1	13.3	22.2	18.6	5.6
PBX and station installers.....	42,324	42,316	8	39.9	3.86	-	-	.2	.4	.7	6.4	8.7	9.8	7.5	6.5	6.4	8.5	20.9	17.6	6.4
Exchange repairmen.....	23,303	23,268	35	39.9	4.13	-	-	-	.1	.2	2.9	4.1	5.4	6.3	4.3	6.5	11.1	24.2	27.4	7.6
Others.....	25,195	25,164	31	39.9	3.96	-	-	-	.1	.3	4.2	5.4	6.2	5.3	6.0	12.5	23.4	22.4	12.1	2.1
Line, cable, and conduit craftsmen.....	42,791	42,768	23	40.0	3.69	-	.1	.1	.7	1.2	7.9	12.2	12.1	8.4	6.7	7.4	12.1	16.1	12.2	2.8
Linemen.....	13,674	13,669	5	40.0	3.39	-	.1	.1	.9	2.1	14.5	16.5	15.8	10.2	7.2	8.2	9.7	10.3	2.9	1.5
Cable splicers.....	25,252	25,250	2	40.0	3.93	-	.1	.1	.1	.3	2.1	8.4	9.5	7.8	6.8	7.9	14.9	20.9	17.8	3.2
Cable splicers' helpers.....	2,474	2,474	-	40.0	2.90	-	-	.4	1.9	3.5	31.8	26.4	21.2	7.2	4.8	1.0	.7	.6	.5	.2
Others.....	1,391	1,375	16	39.7	3.81	-	.3	.2	6.8	5.5	5.5	14.4	5.5	4.4	2.4	2.7	5.0	11.6	22.4	13.3
Laborers.....	6	6	-	39.7	2.36	-	-	-	33.3	50.0	16.7	-	-	-	-	-	-	-	-	-
Building, supplies, and motor vehicle employees.....	24,427	18,800	5,627	38.2	3.53	-	.2	1.1	6.9	10.7	11.6	12.4	11.0	7.8	7.3	5.4	4.1	5.7	2.7	13.1
Foremen.....	3,108	2,751	357	39.3	5.84	-	-	-	.2	.7	1.7	1.1	1.4	1.9	2.0	1.7	2.3	3.1	2.9	82.4
Mechanics.....	3,770	3,756	14	39.6	4.05	-	.1	.2	.3	.2	1.7	3.8	6.3	8.3	8.9	10.3	11.3	25.1	10.4	12.9
Other building service employees.....	10,918	5,782	5,136	36.6	2.70	-	.3	2.1	14.6	21.2	19.4	18.4	13.1	6.0	4.1	.5	.1	-	-	-
Other supplies and motor vehicle employees.....	6,631	6,511	120	39.4	3.41	-	-	.4	1.2	4.3	9.5	12.8	14.5	13.3	13.9	12.3	7.4	5.4	2.7	2.2
All employees not elsewhere classified.....	3,015	2,455	560	38.4	4.38	-	-	1.2	5.3	2.8	5.3	6.5	7.0	3.4	4.7	4.7	3.4	8.0	7.6	39.8

¹ Covers 56 telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection with those of another carrier under direct or indirect common control.

² See appendix for definition of hours and rates used in this bulletin.

³ Less than 0.05 percent.

NOTE: X indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 2. Bell System Telephone Carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1970

Occupational group	Number of employees			Average sched- uled weekly hours	Average hourly rates ²	Percent of employees receiving—															
	Total	Men	Women			Under \$1.60	\$1.60 and under \$1.80	\$1.80 - \$2.00	\$2.00 - \$2.25	\$2.25 - \$2.50	\$2.50 - \$2.75	\$2.75 - \$3.00	\$3.00 - \$3.25	\$3.25 - \$3.50	\$3.50 - \$3.75	\$3.75 - \$4.00	\$4.00 - \$4.25	\$4.25 - \$4.50	\$4.50 - \$4.75	\$4.75 and over	
All employees except officials and managerial assistants -----	787,084	351,411	435,673	37.9	\$3.93	-	-	0.3	5.2	7.3	10.7	13.7	9.8	6.8	4.4	4.4	4.9	6.8	6.1	19.5	
Part time -----	29,420	2,224	27,196	21.3	2.64	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time -----	757,664	349,187	408,477	38.5	3.96	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees -----	81,303	59,900	21,403	37.7	6.88	-	-	-	.4	.7	.9	2.4	1.5	1.4	1.3	1.7	2.0	2.7	3.1	81.9	
Draftsmen -----	3,111	547	2,564	37.8	3.07	-	-	-	8.9	13.3	13.7	24.0	14.9	7.2	2.4	2.7	3.3	1.8	2.5	5.2	
Others -----	78,192	59,353	18,839	37.7	7.03	-	-	-	.1	.2	.4	1.5	1.0	1.2	1.3	1.6	2.0	2.7	3.1	85.0	
Business office and sales employees -----	63,223	18,191	45,032	37.6	4.16	-	-	.1	.8	3.1	6.8	14.5	16.8	13.3	5.5	4.6	2.2	2.5	2.5	27.4	
Supervisors -----	12,433	5,813	6,620	38.0	6.02	-	-	-	-	-	-	.1	.7	2.0	3.4	5.0	4.8	6.4	5.6	72.0	
Nonsupervisory employees -----	50,790	12,378	38,412	37.5	3.70	-	-	.1	1.0	3.9	8.5	18.0	20.7	16.0	6.0	4.6	1.5	1.6	1.7	16.5	
Clerical employees -----	173,137	13,608	159,529	37.5	3.16	-	-	.1	6.7	10.2	12.6	23.8	15.9	9.9	4.5	2.9	2.8	2.9	2.2	5.5	
Supervisors -----	13,510	2,915	10,595	37.9	4.87	-	-	-	-	-	-	.1	.4	1.3	4.3	5.8	8.2	10.7	10.6	49.0	
Nonsupervisory employees -----	159,627	10,693	148,934	37.5	3.01	-	-	.1	7.2	11.0	13.7	25.8	17.1	10.4	4.3	2.4	2.2	2.2	1.6	1.8	
Commercial department -----	30,736	753	29,983	37.0	2.85	-	-	.1	10.3	15.8	16.8	25.8	14.5	8.0	3.4	1.6	1.2	.6	.5	1.3	
Traffic department -----	23,411	54	23,357	38.2	3.00	-	-	.2	3.7	5.8	13.6	31.5	22.5	14.3	3.1	1.8	1.3	.7	.6	.9	
Plant department -----	46,724	6,616	40,108	38.2	3.07	-	-	.1	6.1	9.5	14.7	27.7	15.2	7.8	3.6	2.2	3.2	5.3	3.3	1.3	
Accounting department -----	33,884	1,718	32,166	36.8	2.94	-	-	-	9.5	13.5	11.8	22.6	19.0	12.8	5.5	2.1	.9	.6	.3	1.4	
All other departments -----	24,872	1,552	23,320	37.1	3.19	-	-	.1	5.8	9.5	10.7	21.5	16.3	11.2	6.6	4.9	4.0	2.2	2.3	4.9	
Telephone operators -----	202,130	304	201,826	36.0	2.84	-	-	.9	13.5	17.1	22.6	18.6	8.9	4.9	3.9	4.6	1.1	.8	.6	2.4	
Chief operators -----	10,585	41	10,544	38.3	4.59	-	-	-	-	.2	.4	1.2	3.0	5.6	7.9	10.9	10.9	11.7	10.0	38.1	
Service assistants and instructors -----	14,344	41	14,303	37.7	3.36	-	-	-	.3	1.5	5.0	19.2	32.4	14.8	8.0	4.6	5.9	2.0	1.2	5.1	
Experienced switchboard operators -----	130,243	4	130,239	35.9	2.75	-	-	.3	11.7	16.8	24.8	22.3	8.7	4.9	4.5	5.8	.2	-	-	.1	
Operators in training -----	44,860	216	44,644	35.0	2.44	-	-	3.1	26.9	27.7	28.0	11.4	1.9	.9	.1	-	-	-	-	-	
Other switchboard employees -----	2,098	2	2,096	38.1	3.11	-	-	-	.3	1.3	6.8	25.8	40.6	15.8	6.2	1.0	1.0	.5	.4	.2	
Construction, installation, and maintenance employees -----	241,599	239,592	2,007	39.9	4.31	-	-	-	-	.1	3.8	6.3	7.1	6.1	5.2	6.1	11.3	17.3	15.6	21.1	
Foremen of telephone craftsmen -----	36,088	36,050	38	39.8	6.22	-	-	-	-	-	-	-	-	-	.1	.1	.2	.5	1.5	97.7	
Central office craftsmen -----	81,297	79,364	1,933	39.9	4.07	-	-	-	.2	2.8	5.7	7.2	7.0	6.7	6.5	13.9	19.0	19.1	11.8	11.8	
Test-board men and repeatermen -----	18,283	18,144	139	39.9	4.29	-	-	-	-	.6	2.0	3.8	4.7	5.6	5.8	14.3	20.9	26.3	15.9	15.9	
Central office repairmen -----	60,256	58,487	1,769	39.8	4.03	-	-	-	.2	2.8	6.5	8.3	7.9	7.0	6.6	14.2	18.1	17.5	11.0	11.0	
Others -----	2,758	2,733	25	40.0	3.63	-	-	-	.1	.3	18.9	14.8	5.8	3.7	7.8	8.4	6.5	24.8	6.4	2.5	
Installation and exchange repair craftsmen -----	84,663	84,643	20	39.9	3.99	-	-	-	-	.1	4.5	6.5	7.6	6.6	5.3	7.7	13.0	23.3	19.6	5.9	
PBX and station installers -----	39,779	39,772	7	39.9	3.90	-	-	-	-	-	6.1	8.8	10.1	7.7	5.7	6.2	8.4	21.7	18.5	6.8	
Exchange repairmen -----	22,073	22,071	2	40.0	4.17	-	-	-	-	-	2.3	3.9	4.9	6.0	4.2	5.7	11.2	25.5	28.3	8.1	
Others -----	22,811	22,800	11	39.9	3.99	-	-	-	.1	3.7	5.0	6.1	5.2	5.5	12.2	22.7	24.2	13.0	2.1	2.1	
Line, cable, and conduit craftsmen -----	39,551	39,535	16	40.0	3.73	-	-	.1	.3	7.7	12.6	12.3	8.5	6.6	7.0	12.1	16.6	13.0	3.0	3.0	
Linemen -----	12,137	12,137	-	40.0	3.43	-	-	-	.3	14.4	17.4	16.6	10.3	7.4	7.9	9.6	11.1	3.2	1.7	1.7	
Cable splicers -----	23,766	23,766	-	40.0	3.95	-	-	-	-	1.9	8.5	9.5	7.8	6.6	7.4	15.0	21.3	18.6	3.3	3.3	
Cable splicers' helpers -----	2,353	2,353	-	40.0	2.93	-	-	-	.1	1.8	33.1	27.5	22.1	7.6	5.0	1.1	.7	.5	.5	.2	
Others -----	1,295	1,279	16	39.7	3.92	-	-	-	3.7	3.4	5.7	15.4	5.8	4.6	2.5	2.9	5.3	12.3	24.0	14.3	
Laborers -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees -----	22,913	17,540	5,373	38.1	3.56	-	-	.5	6.3	10.5	11.6	12.8	11.3	8.0	7.2	5.2	4.0	6.0	2.8	13.7	
Foremen -----	2,968	2,614	354	39.3	5.89	-	-	-	-	.1	.7	1.1	1.4	1.8	1.8	1.4	2.1	2.8	2.6	84.1	
Mechanics -----	3,606	3,606	-	39.6	4.08	-	-	-	.1	1.5	3.5	6.4	8.3	8.8	10.3	11.0	25.9	10.8	13.5	13.5	
Other building service employees -----	10,236	5,298	4,938	36.5	2.73	-	-	1.1	13.6	21.2	19.7	19.4	13.7	6.3	4.4	.5	.1	-	-	-	
Other supplies and motor vehicle employees -----	6,103	6,022	81	39.4	3.43	-	-	.1	.8	3.7	9.2	13.0	14.8	13.9	13.8	12.0	7.4	5.7	2.9	2.3	
All employees not elsewhere classified -----	2,779	2,276	503	38.3	4.42	-	-	1.1	4.2	2.5	5.1	6.6	7.4	3.3	4.6	4.7	3.5	7.3	7.4	42.0	

¹ Covers 25 Bell System telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection with those of another carrier under direct or indirect common control.

² See appendix for definition of hours and rates used in this bulletin.

NOTE: X indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 3. Non-Bell Telephone Carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² December 1970

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—															
	Total	Men	Women			Under \$1.60	\$1.60 and under \$1.80	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75 and over	
All employees except officials and managerial assistants.....	44,473	22,952	21,521	39.4	\$3.21	(³)	1.8	11.1	9.8	12.5	11.8	8.0	5.3	4.3	5.2	6.0	6.7	4.8	3.0	9.5	
Part time.....	5,638	2,778	2,860	35.2	3.48	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full time.....	38,835	20,174	18,661	40.0	3.18	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Professional and semiprofessional employees.....	4,402	3,598	804	39.6	4.80	0.1	.1	.4	1.4	2.6	3.7	5.3	2.8	3.6	4.1	4.3	5.2	7.0	7.5	52.0	
Draftsmen.....	388	244	144	39.6	3.16	-	1.0	4.9	10.8	5.7	10.8	20.6	8.0	6.7	6.4	13.1	4.4	2.1	1.5	3.9	
Others.....	4,014	3,354	660	39.6	4.91	.1	-	-	.5	2.3	3.0	3.8	2.3	3.3	3.9	3.4	5.3	7.4	8.0	56.7	
Business office and sales employees.....	2,765	536	2,229	39.5	2.99	-	1.4	12.2	11.0	11.4	19.7	13.0	5.5	4.7	1.5	2.3	2.4	2.9	2.3	9.5	
Supervisors.....	449	224	225	40.0	4.40	-	-	-	-	-	6.2	9.4	6.2	6.7	5.3	6.7	6.0	8.5	5.8	39.0	
Nonsupervisory employees.....	2,316	312	2,004	39.4	2.71	-	1.7	14.6	13.1	13.6	22.4	13.7	5.4	4.4	.8	1.4	1.7	1.8	1.6	3.8	
Clerical employees.....	7,279	780	6,499	39.3	2.63	(³)	1.5	13.2	16.4	18.1	19.5	12.2	6.6	3.5	2.1	1.3	1.2	1.0	1.3	2.0	
Supervisors.....	407	212	195	39.9	4.17	-	-	.2	-	1.7	2.9	4.7	10.6	9.1	7.6	8.8	9.1	7.6	10.1	27.5	
Nonsupervisory employees.....	6,872	568	6,304	39.2	2.53	(³)	1.6	14.0	17.3	19.1	20.5	12.7	6.4	3.1	1.8	.9	.7	.6	.8	.5	
Commercial department.....	1,067	44	1,023	37.9	2.44	-	2.7	12.6	22.8	22.6	16.9	12.5	6.6	1.2	1.5	.4	.1	-	-	.3	
Traffic department.....	818	22	796	39.3	2.56	.1	1.1	8.2	15.3	22.5	26.4	13.0	8.2	1.7	1.6	.5	.2	.2	.6	.4	
Plant department.....	1,950	143	1,807	39.3	2.50	-	.8	16.6	18.4	20.6	22.0	8.8	5.0	1.4	1.6	1.0	1.2	.6	1.7	.4	
Accounting department.....	1,309	104	1,205	39.4	2.51	-	1.8	14.9	19.6	14.3	20.6	16.0	4.8	4.0	1.2	.6	.3	.8	.4	.7	
All other departments.....	1,728	255	1,473	39.7	2.63	-	1.8	14.1	12.1	17.4	18.2	14.5	8.2	6.3	2.5	1.5	1.0	1.0	.5	.8	
Telephone operators.....	11,484	72	11,412	38.7	2.36	-	4.2	28.4	16.5	22.1	14.8	7.0	2.3	1.5	.9	.7	.4	.3	.2	.5	
Chief operators.....	537	14	523	40.0	3.70	-	-	-	.7	5.0	6.5	8.0	9.7	13.4	14.2	11.9	8.9	6.7	4.7	10.2	
Service assistants and instructors.....	629	2	627	40.5	2.94	-	-	1.9	5.1	12.2	16.7	25.4	16.4	15.1	3.0	2.9	.5	.2	.2	.5	
Experienced switchboard operators.....	9,854	51	9,803	38.5	2.25	-	4.3	32.1	18.7	21.9	15.7	6.0	1.1	-	.1	-	-	-	-	-	
Operators in training.....	421	4	417	39.5	2.22	-	13.3	20.2	3.1	62.0	.5	1.0	-	-	-	-	-	-	-	-	
Other switchboard employees.....	43	1	42	35.3	2.73	-	-	9.3	4.7	34.9	7.0	11.6	11.6	18.6	2.3	-	-	-	-	-	
Construction, installation, and maintenance employees.....	16,793	16,527	266	39.8	3.66	-	.8	1.3	3.7	6.3	7.4	6.9	7.4	6.7	10.1	12.5	14.8	9.4	4.7	8.2	
Foremen of telephone craftsmen.....	1,978	1,960	18	39.9	5.10	-	-	-	-	.3	.6	1.3	2.1	1.7	1.7	4.3	7.0	6.0	10.2	64.8	
Central office craftsmen.....	5,410	5,223	187	39.8	3.59	-	1.3	1.7	3.1	5.2	5.2	6.7	7.7	7.7	11.3	14.2	16.6	14.3	4.4	.6	
Test-board men and repeatermen.....	612	573	39	40.0	3.74	-	.2	1.5	3.8	5.2	3.4	4.1	4.1	4.1	11.6	19.8	19.4	10.5	12.4	-	
Central office repairmen.....	3,212	3,165	47	40.0	3.59	-	1.7	2.0	2.8	4.6	4.5	6.4	7.7	7.5	12.4	14.5	17.5	14.9	3.1	.5	
Others.....	1,586	1,485	101	39.4	3.52	-	.9	1.1	3.7	6.3	7.3	8.2	9.3	9.4	9.2	11.6	13.6	14.4	3.8	1.1	
Installation and exchange repair craftsmen.....	6,159	6,105	54	39.8	3.47	-	.4	1.3	3.5	6.1	10.2	8.3	7.8	6.8	13.2	13.9	17.0	6.3	4.3	1.0	
PBX and station installers.....	2,545	2,544	1	40.0	3.29	-	.8	3.0	6.6	11.0	11.1	7.6	5.5	5.4	18.7	8.8	8.8	9.4	2.9	.4	
Exchange repairmen.....	1,230	1,197	33	39.4	3.48	-	-	-	1.1	4.1	12.3	8.7	14.5	11.0	6.7	21.1	9.2	1.5	9.8	-	
Others.....	2,384	2,364	20	39.9	3.67	-	.1	.3	1.4	1.8	8.1	8.7	6.7	6.2	10.7	15.5	29.9	5.6	2.8	2.1	
Line, cable, and conduit craftsmen.....	3,240	3,233	7	39.8	3.27	-	1.3	1.4	7.0	12.2	9.8	8.1	9.5	7.8	7.0	12.1	12.2	9.0	2.6	.2	
Linemen.....	1,537	1,532	5	39.9	3.08	-	.5	1.1	7.9	16.5	14.7	9.8	9.8	8.8	5.3	10.7	11.2	3.5	.1	.1	
Cable splicers.....	1,486	1,484	2	39.7	3.60	-	2.1	1.1	1.0	4.5	5.3	7.0	10.0	7.9	9.9	15.2	14.8	15.5	5.5	.2	
Cable splicers' helpers.....	121	121	-	40.2	2.33	-	-	7.4	37.2	36.4	7.4	6.6	4.1	.8	-	-	-	-	-	-	
Other.....	96	96	-	40.0	2.33	-	4.2	3.1	49.0	33.3	2.1	-	2.1	1.0	-	1.0	1.0	3.1	-	-	
Laborers.....	6	6	-	39.7	2.36	-	-	-	33.3	50.0	16.7	-	-	-	-	-	-	-	-	-	
Building, supplies, and motor vehicle employees.....	1,514	1,260	254	38.8	2.95	-	2.6	9.2	16.8	14.3	12.2	6.3	6.0	4.4	7.7	7.6	5.0	2.3	1.2	4.5	
Foremen.....	140	137	3	39.3	4.67	-	-	-	.7	.7	1.4	1.4	2.9	3.6	7.1	7.1	7.1	10.0	10.7	47.1	
Mechanics.....	164	150	14	40.1	3.34	-	1.8	5.5	6.7	4.3	6.7	11.6	3.7	8.5	12.8	11.0	17.7	8.5	1.2	-	
Other building service employees.....	682	484	198	37.8	2.32	-	5.1	16.9	30.4	21.8	15.2	2.8	3.7	2.2	.7	.9	.1	-	.1	-	
Other supplies and motor vehicle employees.....	528	489	39	39.6	3.15	-	.2	3.0	6.6	11.2	12.7	10.4	10.6	6.3	15.2	15.3	6.8	1.3	-	.4	
All employees not elsewhere classified.....	236	179	57	40.3	3.91	-	-	2.1	18.2	6.4	7.6	5.1	1.7	5.5	5.9	5.1	2.5	16.5	9.7	13.6	

¹ Covers 31 non-Bell telephone carriers which have annual operating revenues exceeding \$1,000,000. These carriers are engaged in interstate or foreign communication service using their own facilities or through connection with those of another carrier under direct or indirect common control.

² See appendix for definition of hours and rates used in this bulletin.

³ Less than 0.05 percent.

NOTE: X indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 4. All¹ and Bell System Telephone Carriers: Average hourly rates² of employees in selected occupations by regions, December 1970

Occupational group	United States ³		New England		Middle Atlantic		Great Lakes		Chesapeake		Southeast		North Central		South Central		Mountain		Pacific	
	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates	Num- ber of work- ers	Aver- age hourly rates
All carriers																				
All employees except officials and managerial assistants ⁴ -----	831,557	\$3.89	60,150	\$3.80	169,269	\$4.12	142,250	\$3.89	46,719	\$3.76	105,981	\$3.45	26,815	\$3.63	76,456	\$3.52	33,934	\$3.64	122,231	\$4.12
Cable splicers-----	25,252	3.93	1,769	3.93	5,643	3.92	4,378	3.92	1,517	4.07	4,210	3.97	980	3.75	1,597	3.67	844	3.83	3,570	4.09
Cable splicers' helpers-----	2,474	2.90	520	2.99	536	2.99	340	2.89	109	3.04	348	2.83	-	-	479	2.76	-	-	26	3.48
Central office repairmen-----	63,468	4.00	3,210	4.00	13,508	3.97	9,953	3.96	3,523	3.95	6,968	3.88	1,896	4.01	6,272	3.95	2,039	4.02	9,783	4.19
Clerical (nonsupervisory)-----	166,499	2.99	12,265	2.87	34,592	3.16	27,403	2.98	9,640	2.85	18,548	2.79	5,344	2.68	12,813	2.79	7,514	2.80	28,063	3.16
Exchange repairmen-----	23,303	4.13	812	4.05	6,255	4.05	5,786	4.18	822	4.33	2,706	3.79	403	4.14	2,582	4.33	649	4.20	2,864	4.37
Experienced switchboard operators-----	140,097	2.71	10,216	2.69	25,185	2.95	24,146	2.76	7,957	2.62	22,008	2.45	4,908	2.57	16,729	2.62	5,598	2.61	18,672	2.93
Linemen-----	13,674	3.39	1,099	3.64	2,550	3.57	2,356	3.38	855	3.11	2,234	3.16	573	3.18	1,671	3.15	638	3.34	1,500	3.79
Mechanics, building and motor vehicle service-----	21,319	3.16	2,117	3.01	5,291	3.35	5,121	3.17	1,382	2.99	1,547	2.89	774	2.98	1,236	2.84	765	2.92	2,628	3.40
PBX and station installers-----	42,324	3.86	1,812	3.78	10,764	3.98	8,885	3.84	2,284	3.73	5,144	3.57	895	4.09	5,112	3.85	1,295	3.83	5,760	4.10
Test-board men and repeatermen-----	18,895	4.27	1,186	4.20	2,793	4.41	2,218	4.35	708	4.38	2,323	4.15	273	4.27	1,063	4.29	512	4.30	2,120	4.49
Bell System carriers																				
All employees except officials and managerial assistants ⁴ -----	787,084	3.93	60,118	3.80	168,034	4.13	126,260	3.98	43,206	3.84	103,844	3.46	26,665	3.63	69,995	3.57	33,934	3.64	114,932	4.15
Cable splicers-----	23,766	3.95	1,767	3.93	5,590	3.93	3,808	3.96	1,405	4.13	4,174	3.97	980	3.75	1,436	3.72	844	3.83	3,342	4.08
Cable splicers' helpers-----	2,353	2.93	520	2.99	536	2.99	320	2.92	108	3.04	335	2.86	-	-	397	2.85	-	-	23	3.54
Central office repairmen-----	60,256	4.03	3,206	4.00	13,383	3.98	8,788	4.00	3,177	4.02	6,787	3.89	1,896	4.01	6,033	3.96	2,039	4.02	9,170	4.19
Clerical (nonsupervisory)-----	159,627	3.01	12,254	2.87	34,357	3.17	25,137	3.02	8,952	2.89	18,154	2.79	5,327	2.68	11,872	2.83	7,514	2.80	27,066	3.17
Exchange repairmen-----	22,073	4.17	812	4.05	6,255	4.05	5,104	4.28	822	4.33	2,661	3.80	384	4.17	2,569	4.33	649	4.20	2,817	4.38
Experienced switchboard operators-----	130,243	2.75	10,216	2.69	24,856	2.95	20,299	2.86	7,043	2.70	21,523	2.45	4,870	2.57	15,232	2.68	5,598	2.61	17,016	2.97
Linemen-----	12,137	3.43	1,094	3.64	2,491	3.58	1,811	3.43	706	3.25	2,169	3.17	566	3.19	1,373	3.28	638	3.34	1,227	3.79
Mechanics, building and motor vehicle service-----	19,945	3.19	2,116	3.01	5,243	3.36	4,561	3.21	1,276	3.06	1,468	2.92	769	2.98	1,040	2.91	765	2.92	2,429	3.40
PBX and station installers-----	39,779	3.90	1,807	3.78	10,635	3.98	8,431	3.85	1,887	3.87	4,926	3.59	895	4.09	4,404	3.96	1,295	3.83	5,497	4.10
Test-board men and repeatermen-----	18,283	4.29	1,186	4.20	2,780	4.41	1,983	4.43	675	4.42	2,262	4.17	273	4.27	994	4.32	512	4.30	2,008	4.50

¹ Covers telephone carriers which have annual operating revenues exceeding \$1,000,000.

² See appendix for definition of hours and rates used in this bulletin.

³ Includes data for employees in Alaska, Hawaii, Puerto Rico, and Virgin Islands; and long-lines employees of the American Telephone and Telegraph Co. which are excluded from the regional tabulations. (For scope of survey, see appendix.)

⁴ Includes employees in occupations in addition to those shown separately.

NOTE: For purposes of this study, the regions for which separate data are presented include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—Delaware, New Jersey, New York, and Pennsylvania; Great Lakes—Illinois, Indiana, Michigan, Ohio, and Wisconsin; Chesapeake—District of Columbia, Maryland, Virginia, and West Virginia; Southeast—Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee; North Central—Iowa, Minnesota, Nebraska, North Dakota, and South Dakota; South Central—Arkansas, Kansas, Missouri, Oklahoma, and Texas (except El Paso County); Mountain—Arizona, Colorado, Idaho (south of the Salmon River), Montana, Nevada, New Mexico, Texas (El Paso County), Utah, and Wyoming; and Pacific—California, Idaho (north of the Salmon River), Oregon, and Washington.

Table 5. Western Union Telegraph Company: Percent distribution of employees¹ in occupational groups by average hourly rates,² October 1970

Occupational group	Number of employees			Average sched- uled weekly hours	Average hourly rates ²	Percent of employees receiving—														
	Total	Men	Women			\$1.60 and under	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	
						\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	and over	
All employees except officials, managerial assistants, and messengers.....	21,634	12,219	9,415	39.0	\$3.88	-	-	-	6.0	9.3	9.1	12.1	12.4	9.2	6.6	5.1	4.6	10.0	15.6	
Professional and semiprofessional employees.....	1,611	1,427	184	37.3	6.85	-	-	-	-	-	-	1.6	1.8	2.8	4.3	2.5	2.0	2.5	82.4	
Engineers and engineering assistants.....	560	552	8	37.8	6.78	-	-	-	-	-	-	.9	1.4	1.1	2.0	1.3	2.0	1.8	89.6	
Others.....	1,051	875	176	37.1	6.90	-	-	-	-	-	-	2.0	2.0	3.7	5.5	3.2	2.1	2.9	78.6	
Telegraph office superintendents and managers.....	2,278	1,397	881	39.9	3.68	-	-	-	.3	2.4	9.2	15.8	19.0	19.1	12.9	7.6	2.9	1.7	9.0	
Sales employees.....	369	359	10	36.3	5.91	-	-	-	-	-	-	1.6	4.3	3.5	3.3	8.9	7.0	6.5	64.8	
Clerical employees.....	6,180	1,983	4,197	38.1	3.50	-	-	-	6.5	11.4	13.7	16.9	14.1	9.0	8.1	3.7	4.9	2.5	9.3	
Supervisors.....	721	502	219	37.7	4.98	-	-	-	.3	.3	1.4	5.0	8.5	10.3	9.6	2.6	6.0	5.8	50.3	
Nonsupervisory employees.....	5,368	1,443	3,925	38.1	3.32	-	-	-	6.0	12.8	15.6	18.8	15.1	9.0	8.0	3.9	4.8	2.1	3.9	
Commercial department.....	3,047	751	2,296	38.8	3.22	-	-	-	5.2	14.3	18.8	19.7	17.5	6.2	8.2	3.4	2.6	1.9	2.1	
Traffic department.....	426	106	320	39.9	2.88	-	-	-	11.7	27.9	19.2	36.6	1.6	2.6	.2	-	-	-	-	
All other departments.....	1,895	586	1,309	36.6	3.60	-	-	-	6.1	6.9	9.8	13.4	14.2	14.9	9.3	5.5	9.4	3.0	7.7	
Route aides.....	91	38	53	39.1	2.41	-	-	-	81.3	18.7	-	-	-	-	-	-	-	-	-	
Telegraph operators.....	5,178	1,234	3,944	39.7	3.03	-	-	-	14.3	20.9	12.2	18.5	20.1	8.6	3.2	.5	.3	.1	1.3	
Traffic managers, chief operators, supervisors, and instructors.....	1,100	437	663	39.7	3.68	-	-	-	-	2.0	7.5	6.5	18.5	40.0	15.2	2.3	1.5	.5	6.0	
Experienced telegraph operators (except Morse operators).....	2,944	637	2,307	39.6	2.89	-	-	-	15.7	24.8	14.7	23.5	21.1	.1	-	(³)	-	-	(³)	
Commercial department.....	1,316	285	1,031	39.5	2.83	-	-	-	20.2	25.3	17.9	25.2	11.1	.2	-	-	-	-	(³)	
Traffic department.....	1,628	352	1,276	39.7	2.94	-	-	-	12.1	24.4	12.2	22.1	29.1	.1	-	.1	-	-	-	
Operators in training.....	99	40	59	39.9	2.27	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	
Other operators.....	1,035	120	915	39.8	2.81	-	-	-	17.4	31.7	11.0	19.0	20.8	-	-	-	-	-	-	
Morse operators.....	13	9	4	40.0	3.26	-	-	-	-	-	7.7	38.5	53.8	-	-	-	-	-	-	
Telephone operators.....	1,022	111	911	39.8	2.81	-	-	-	17.6	32.1	11.1	18.8	20.5	-	-	-	-	-	-	
Construction, installation, and maintenance employees.....	5,612	5,499	113	39.6	4.30	-	-	-	1.8	.2	3.0	3.7	5.0	8.5	6.8	10.6	22.0	21.4	16.9	
Traffic testing and regulating employees.....	1,335	1,300	35	39.8	4.07	-	-	-	5.6	.1	.1	1.0	5.8	6.9	6.6	13.6	53.6	2.0	4.6	
Construction, installation, and maintenance employees.....	4,192	4,114	78	39.6	4.38	-	-	-	.6	.1	3.9	4.6	4.8	9.2	7.0	8.9	11.7	28.1	21.1	
Foremen.....	1,091	1,087	4	39.0	5.36	-	-	-	2.4	.3	.4	.6	.8	2.8	2.1	1.9	4.0	18.6	66.0	
Subscribers' equipment maintainers.....	1,643	1,638	5	39.8	4.26	-	-	-	-	-	1.4	4.1	3.6	7.7	4.6	13.3	7.8	50.0	7.5	
Linemen and cablemen.....	446	446	-	39.7	3.86	-	-	-	-	-	9.0	3.8	9.2	15.7	9.9	6.5	34.1	7.6	4.3	
Others.....	1,012	943	69	39.7	3.76	-	-	-	-	-	9.4	10.0	9.1	15.8	14.9	10.4	16.5	11.7	2.3	
Laborers.....	85	85	-	40.0	3.93	-	-	-	-	11.8	4.7	2.4	1.2	-	-	-	44.7	35.3	-	
Building service employees.....	406	319	87	39.0	2.98	-	-	-	9.6	39.9	27.8	3.2	5.7	3.7	3.2	2.5	.5	.5	3.4	
Mechanics.....	72	72	-	39.9	3.95	-	-	-	-	-	-	-	29.2	20.8	16.7	13.9	1.4	2.8	15.3	
Others.....	334	247	87	38.9	2.77	-	-	-	11.7	48.5	33.8	3.9	.6	-	.3	-	.3	-	.9	
Messengers.....	2,250	2,184	66	35.4	2.43	21.2	19.2	-	8.6	16.9	27.8	6.2	-	-	-	-	-	-	-	
Full-time employees.....	1,841	1,810	31	39.9	3.42	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Part-time employees.....	409	374	35	14.9	1.77	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Foot and bicycle messengers.....	911	888	23	29.1	1.79	52.5	47.5	-	-	-	-	-	-	-	-	-	-	-	-	
Motor messengers.....	1,339	1,296	43	39.7	2.75	-	-	-	14.4	28.5	46.7	10.5	-	-	-	-	-	-	-	

¹ Includes employees working in the coterminous 48 States and the District of Columbia; the company does not operate in Alaska and Hawaii.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ Less than 0.05 percent.

NOTE: X indicates that these data were not collected. Because of rounding, sums of individual items may not equal 100.

Table 6. International Telegraph Carriers:¹ Percent distribution of employees in occupational groups by average hourly rates,² October 1970

Occupational group	Number of employees			Average scheduled weekly hours	Average hourly rates ²	Percent of employees receiving—														
	Total	Men	Women			\$1.60 and under	\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	
						\$1.80	\$2.00	\$2.25	\$2.50	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	and over	
All employees except officers and assistants.....	5,407	4,456	951	36.8	\$4.81	(³)	4.8	0.9	0.4	2.6	3.1	6.4	4.7	6.4	3.9	4.8	5.6	6.6	49.8	
All employees except officers and assistants and messengers.....	5,089	4,142	947	37.3	4.94	-	-	.2	.4	2.7	3.2	6.7	5.0	6.8	4.1	5.1	5.9	7.0	52.9	
Professional and semiprofessional employees.....	641	615	26	37.2	7.08	-	-	-	-	-	-	.5	.3	.8	.9	1.6	3.6	92.4		
Engineers and engineering assistants.....	265	265	-	37.2	7.31	-	-	-	-	-	-	1.1	-	-	.8	.8	1.1	96.2		
Others.....	376	350	26	37.3	6.92	-	-	-	-	-	-	-	.5	1.3	1.1	2.1	5.3	89.6		
Office or station superintendents and assistants.....	33	33	-	37.0	8.00	-	-	-	-	-	-	3.0	-	-	-	-	-	97.0		
Sales employees.....	328	292	36	36.1	5.47	-	-	-	-	9.1	1.5	2.1	3.7	2.1	6.7	1.2	4.3	5.2	64.0	
Clerical employees.....	1,572	907	665	37.2	4.11	-	-	.4	1.0	5.1	8.1	12.0	8.9	6.9	5.7	5.7	8.4	13.2	24.6	
Supervisors.....	143	131	12	36.9	6.19	-	-	-	-	-	-	-	-	-	2.1	2.8	2.1	1.4	91.6	
Nonsupervisory clerical employees.....	1,429	776	653	37.2	3.90	-	-	.4	1.1	5.6	9.0	13.2	9.8	7.6	6.0	6.0	9.0	14.4	17.8	
Operating department.....	596	446	150	37.4	4.01	-	-	.5	.7	4.2	5.9	9.9	6.5	5.9	5.0	4.4	9.9	24.5	22.7	
Commercial department.....	119	42	77	37.4	3.86	-	-	1.7	4.2	8.4	10.9	11.8	16.8	10.1	3.4	7.6	2.5	10.1	12.6	
Accounting department.....	437	183	254	37.2	3.70	-	-	.2	1.1	8.5	11.2	17.8	9.6	6.9	7.1	7.6	11.4	6.6	11.9	
Engineering department.....	65	32	33	37.3	4.10	-	-	-	3.1	1.5	15.4	12.3	9.2	7.7	7.7	7.7	3.1	9.2	23.1	
All other departments.....	212	73	139	36.4	3.99	-	-	-	3.3	9.9	14.2	15.6	12.3	7.5	6.1	7.1	6.1	17.9		
Operators.....	1,290	1,072	218	37.5	4.56	-	-	-	-	1.9	1.6	9.3	5.5	10.9	3.6	3.6	4.0	3.3	56.2	
Traffic chiefs, dispatchers, supervisors, instructors, and assistants.....	168	165	3	37.4	5.98	-	-	-	-	-	-	-	-	-	-	.6	.6	.6	98.2	
Nonsupervisory operators.....	1,122	907	215	37.5	4.35	-	-	-	-	2.2	1.9	10.7	6.3	12.6	4.1	4.1	4.5	3.7	49.9	
Radio operators.....	17	16	1	36.6	5.01	-	-	-	-	-	-	-	-	5.9	-	-	-	5.9	88.2	
Marine coastal station operators.....	128	128	-	37.5	5.16	-	-	-	-	-	-	1.6	1.6	1.6	3.9	12.5	7.8	7.0	64.1	
Cable operators.....	233	210	23	37.5	3.93	-	-	-	-	.4	2.6	27.5	4.3	15.5	8.6	4.3	9.0	3.4	24.5	
Teletype-multiplex operators.....	602	442	160	37.5	4.37	-	-	-	-	3.7	1.3	6.0	8.0	13.6	1.7	2.5	2.3	3.7	57.3	
Telephone operators.....	97	69	28	37.5	4.17	-	-	-	-	-	5.2	18.6	8.2	8.2	2.1	3.1	5.2	-	49.5	
All other operators, including Morse.....	45	42	3	37.5	4.07	-	-	-	-	4.4	4.4	-	6.7	26.7	20.0	4.4	2.2	2.2	28.9	
Messengers.....	318	314	4	29.2	1.98	0.3	81.4	13.2	1.6	-	.9	2.2	-	.3	-	-	-	-	-	
Foot and bicycle.....	306	302	4	29.0	1.94	.3	84.6	12.7	1.3	-	.3	.3	-	.3	-	-	-	-	-	
Motor.....	12	12	-	34.6	2.79	-	-	25.0	8.3	-	16.7	50.0	-	-	-	-	-	-	-	
Construction, installation, maintenance, and other technical employees.....	1,133	1,132	1	37.5	5.20	-	-	-	-	-	-	.8	1.9	7.1	3.7	7.9	8.1	5.3	65.0	
Supervisors.....	195	195	-	36.5	6.73	-	-	-	-	-	-	-	-	-	-	.5	1.0	1.0	97.4	
Mechanics and maintenance technicians.....	565	564	1	37.8	4.95	-	-	-	-	-	-	.2	.2	8.7	4.4	10.1	10.6	5.0	60.9	
Radio operating technicians.....	134	134	-	37.5	4.81	-	-	-	-	-	-	4.5	7.5	12.7	1.5	9.0	6.7	3.0	55.2	
Radiotelegraph riggers.....	18	18	-	37.5	5.35	-	-	-	-	-	-	-	5.6	-	-	-	-	-	94.4	
Others.....	221	221	-	37.5	4.73	-	-	-	-	-	-	.9	4.5	6.8	6.8	9.0	9.5	11.8	50.7	
Building service employees.....	84	83	1	37.5	3.66	-	-	2.4	2.4	4.8	13.1	15.5	2.4	9.5	7.1	28.6	2.4	4.8	7.1	
All employees not elsewhere classified.....	11	11	-	38.0	4.53	-	-	-	-	-	-	9.1	9.1	9.1	9.1	9.1	-	18.2	36.4	

¹ Covers employees of international telegraph carriers who have annual operating revenues exceeding \$50,000; excludes employees working for international telegraph carriers outside the conterminous 48 States and the District of Columbia.

² See appendix for definition of hours and rates used in this bulletin.

³ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Appendix. Scope and Method of Survey

Data presented in this study are based on annual reports filed with the Federal Communications Commission by communication carriers, as required by the amended Communications Act of 1934. All carriers engaged in interstate or foreign communications service by means of their own facilities or through connection with the facilities of another carrier under direct or indirect common control are subject to the full jurisdiction of the Commission. A large number of telephone carriers engaged in interstate or foreign service only by connections with the facilities of another unaffiliated carrier are not subject to the full jurisdiction of the Commission and are not required to file annual reports of hours and earnings of employees.

Tabulations for telephone carriers relate to those having annual operating revenues in excess of \$1 million, and subject to the full jurisdiction of the FCC. Included are 25 Bell System companies and 31 companies not affiliated with the Bell System.

Tabulations for wire-telegraph and international telegraph carriers were confined to companies with annual revenues exceeding \$50,000 and engaged in interstate or foreign commerce. Western Union Telegraph Co. is the only wire-telegraph company included. Five companies engaged in nonvocal radio or cable communications are included in the international telegraph tabulations.

Employees and occupational groups covered by the study

Officials and managerial assistants were not included in the tabulations. Also excluded were employees working outside the 50 States and the District of Columbia, except telephone carrier employees in Puerto Rico, and the Virgin Islands. All other employees, both full time and part time, were included. Part-time employees are defined as those regularly assigned shorter hours than a full-time schedule.

Occupational groups for which separate data are presented are defined in the FCC's *Rules and Regulations*, volume X, part 51, applying to telephone carriers, and part 52, applying to telegraph companies. Copies of this volume are on sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, at \$1.50 per subscription.

Hours and rates

Average hourly rates presented in this bulletin were computed by dividing total "scheduled weekly compensation" by total "scheduled weekly hours." Average scheduled weekly hours were obtained by dividing the total scheduled weekly hours by the number of employees.

The terms "scheduled weekly hours" and "scheduled weekly compensation" for the three carrier groups covered by the study are defined, according to the FCC's *Rules and Regulations*, as follows:

Telephone Carriers

51.12(b). "Scheduled weekly hours" means the number of regular hours, excluding overtime hours, in the duty tours which the employee is scheduled to work during the week in which December 31 occurs, whether or not excused because of a holiday, vacation, leave of absence, or other reason.

51.13(b). "Scheduled weekly compensation" means compensation to the employee at the rate of pay in effect on December 31 for the "scheduled weekly hours." It includes the basic weekly pay rate plus any regularly scheduled supplementary compensation, such as differentials for evening and night tours, equivalent value of board and lodging for unlocated employees, equivalent value of meals furnished dining service employees, and equivalent value of living quarters and maintenance furnished managers of agency offices. It excludes pay for overtime work and pay in excess of weekday rates for Sunday and holiday work.

Western Union Telegraph Company

52.21(b). "Scheduled weekly hours" are defined as an employee's regular daily tour of duty multiplied by the number of days, or fraction of days, scheduled to be worked during a week.

52.22(b). "Scheduled weekly compensation" is defined as the wages scheduled to be paid for scheduled weekly hours as defined in 52.21(b). This should include employee contributions for old-age benefits, unemployment insurance and similar deductions, paid vacation and holiday hours, the regularly scheduled weekly compensation for employees temporarily on leave due to disability or sickness, and the scheduled weekly compensation of both full- and part-time employees.

The company reports that "scheduled weekly compensation" excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

International telegraph carriers

International telegraph carriers are instructed to report scheduled weekly hours and compensation for their employees as defined above for the Western Union Telegraph Co., except that scheduled weekly compensation should include regularly scheduled maintenance, travel, or other allowances.

Distribution of workers by earning classes

In the tables, workers are distributed according to the percentage having stipulated hourly rates of pay. Because of rounding, sums of individual items may not equal 100.

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1960 are listed below. Copies are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices, and from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

	<i>Price</i>
Basic Iron and Steel, 1967. BLS Bulletin 1602	\$0.55
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732 .....	.45
Cigar Manufacturing, 1967. BLS Bulletin 1581 .....	.25
Cigarette Manufacturing, 1965. BLS Bulletin 1472 .....	.20
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637	1.00
Fabricated Structural Steel, 1969. BLS Bulletin 1695 .....	.50
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 .....	.30
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 .....	.25
Fluid Milk Industry, 1964. BLS Bulletin 1464 .....	.30
Footwear, 1968. BLS Bulletin 1634 .....	.75
Hosiery, 1967. BLS Bulletin 1562 .....	.70
Industrial Chemicals, 1965. BLS Bulletin 1529 .....	.40
Iron and Steel Foundries, 1967. BLS Bulletin 1626	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 .....	.55
Machinery Manufacturing, 1968. BLS Bulletin 1664 .....	.65
Meat Products, 1969. BLS Bulletin 1677	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659 .....	.65
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716	1.00
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690 .....	.60
Motor Vehicles and Parts, 1969. BLS Bulletin 1679 .....	.75
Nonferrous Foundries, 1970. BLS Bulletin 1726 .....	.50
Paints and Varnishes, 1970. BLS Bulletin 1739 .....	.60
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719	1.25
Petroleum Refining, 1965. BLS Bulletin 1526 .....	.30
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713 .....	.50
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 .....	.60
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 .....	.50
Structural Clay Products, 1969. BLS Bulletin 1697 .....	.65
Synthetic Fibers, 1970. BLS Bulletin 1740 .....	.40
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 .....	.45

I. Occupational Wage Studies—Continued

Manufacturing—Continued

	<i>Price</i>
West Coast Sawmilling, 1969. BLS Bulletin 1704	\$0.45
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728 .....	.35
Women's and Misses' Dresses, 1968. BLS Bulletin 1649 .....	.45
Wood Household Furniture, Except Upholstered, 1968. BLS Bulletin 1651 .....	.60
Wool Textiles, 1966. BLS Bulletin 1551 .....	.45
Work Clothing, 1968. BLS Bulletin 1624 .....	.50

Nonmanufacturing

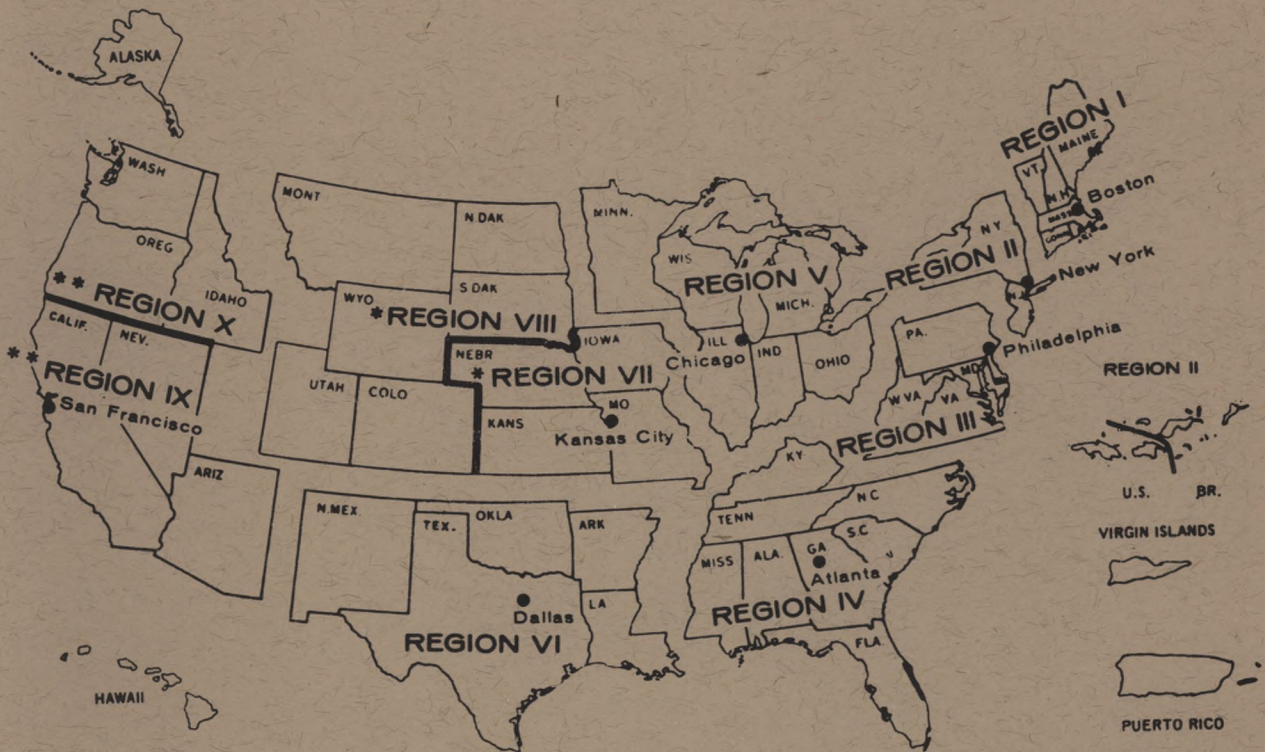
Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 .....	.50
Banking, 1969. BLS Bulletin 1703 .....	.65
Bituminous Coal Mining, 1967. BLS Bulletin 1583 .....	.50
Communications, 1969. BLS Bulletin 1696 .....	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 .....	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 .....	.30
Educational Institutions: Nonteaching Employees, 1968–69. BLS Bulletin 1671 .....	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 .....	.70
Hospitals, 1969. BLS Bulletin 1688	1.00
Laundry and Cleaning Services, 1968. BLS Bulletin 1645 .....	.75
Life Insurance, 1966. BLS Bulletin 1569 .....	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 .....	.35
Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 .....	.75
Scheduled Airlines, 1970. BLS Bulletin 1734 .....	.45
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712 .....	.60

II. Other Industry Wage Studies

Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 .....	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 .....	.40
Employee Earnings and Hours in Retail Trade, June 1966— Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers, BLS Bulletin 1584-1 .....	.30
General Merchandise Stores. BLS Bulletin 1584-2 .....	.55
Food Stores. BLS Bulletin 1584-3 .....	.60
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 .....	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 .....	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-650
Miscellaneous Retail Stores. BLS Bulletin 1584-765

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